

7 \ ]b Ug`X][ ]hU`Yf`5i ZVfi W\ .`B Yi Y  
HYW\ bc`c [ ]Yb`ZØf`ga UfhY`GhÅXhY`°

8]Y` ; `cVU`8][ ]hU`9W\ bca m7cbZYfYbW`&\$&) `]b`DY\_]b[  
ZØfXYfh`hYW\ bc`c [ ]gW\Y` ðbcj Uh]cbYb`i bX`X]Y`X][ ]hU`Y  
HfUbgZcfa Uh]cb`i fVUbYf`F Åi a Y"



DY\_]b[ ž`7 \ ]b U`!`5a ` \Yi h][ Yb`HU[ ž`XYa ` " " ' & \$&) ž` \Uh`X]Y  
; `cVU`8][ ]hU`9W\ bca m7cbZYfYbW` ]b`DY\_]b[ `cZZ]n]Y` ] \fY`HcfY  
[ YØZbYh`8]YgY`VYXYi hYbXY`J YfUbgH`hi b[ `Vf]b[ h`ØVYf` \$ \$  
]bhYfbUh]cbU`Y; ÅghY`Ui g`a Y \f`U`g` ) \$`@ÅbXYfb`ni gUa` a Yb`i bX  
VØbXY`h`gca ]h`Y]bY`f]Yg][ Y`J]Y`ZU`h`Ub` ðXYb`i bX`DYfgdY`\_h]j Yb`  
K ]Y`7 \ ]b U`8 U`m`VYf]W\ hYhž`gYhnh`7 \ ]b U`VY]`X]YgYf`?cbZYfYbn`Ui Z  
X]Y`6YgW\`Yi b][ i b[ `hYW\bc`c [ ]gW\Yf` ðbcj Uh]cbYb`i bX`X]Y`HY]`Y  
j cb`cf][ ]bY`Yb`HYW\bc`c [ ]Yb`i bX`]bbcj Uh]j Yb`GnYbUf]Yb`a ]h`XYa  
N]Y`ž`X]Y`X][ ]hU`Y`HfUbgZcfa Uh]cb`i fVUbYf`; YV]YhY  
j cfUbni hfY]VYb"

8Yf`@Y]hYf`XYf`7mVYfgdUW`5Xa ]b]ghfUh]cb`cZ`7 \ ]b U`ž`N\i Ub[  
Fcb[ k Ybž`VYhcbh`XUVY]`X]Y`Bchk YbX][ ]\_Y]hž`K ]ggYbgW\UZhg!`i bX

HYW\bc`c [ ]Y]bbcj Uh]cbYb`a ]h]bXi ghf]Y`Yf`9bhk ]W\_`i b [ `ni  
j Yf\_bØdZYb"9]bY`gdUbbYbXY`J ]g]cbž`X]Y`nY][ hž`k ]Y`h]Y]Z[ fY]ZYbX  
8][ ]hU`]g]Yfi b [ `]b`XUg`hÀ [ `]W\Y`@YVYb`j`cb`GhÀXhYb`]bhY [ f]Yfh  
k YfXYb`\_Ubb`i bX`gc`"8 Ug`@Yi W\hYb`]b`N\i Ub [ `g`5i [ Yb`gdf]W\h  
6ÅbXY`ØVYf`X]Y`A Ø [ `]W`\_Y]hYbž`X]Y`j`cf`i bg`]Y [ Yb`"

## 8 ]Y`F c`Y`XYf`Ga Ufh`7]h]Yg

8cW`k Ug`g]bX`Y][ Ybh]W\` Ga Ufh`7]h]Yg 3; Ubn`Y]bZUW\.`8]YgY  
i fVUbYb`; YV]YhY`bi hnyb`a cXYfbY`HYW\bc`c [ ]Yb`i bX`X][ ]hU`Y  
`b]bcj Uh]cbYbž`i a`X]Y`@YVYbgei U`]hÀh`XYf`6Øf [ Yf`ni`j`YfVYggYfb  
i bX`X]Y`9ZZ[n]Ybn`ghÀXh]gW\Yf`bZfUghfi`\_hi`fYb`ni`ghY][ Yfb`"K ]Y`]b`  
**8][ ]hU`Y`HfUbgZcfa Uh]cb`K Y]hYfV]`Xi b [ `Yfk`À\bhž`Y [ Yb`  
Ga Ufh`7]h]Yg [ fc»Yb`K`Yfh`Ui`ZY]bY`bUW\`U`h][ Y`9bhk ]W\_`i b [ ž`X]Y  
Xi fW`HYW\bc`c [ ]Yb`k ]Y`XUg`b`hYfbYh`cZ`H\]b [ g`f`€Hłž`6][ `8UhU  
i bX`?Øbgh]W\Y`b`hY`][ Ybn`f?`€ [ YdfÀ [ h`k ]fX"**

8]Y`]bhY`][ YbhYb`GhÀXhY`bi hnyb`€H!; YfÀhY`j`cb`j`YfbYhnhYb  
GYbgcfYb`V]g`\]b`ni`ga UfhYb`NÀ\`Yfb`i`a`9W\hny]hXUhYb`ni  
YfZUggYb`i bX`ni`UbU`mg]YfYb`"5VYf`k Ug`Vf]b [ h`XUg`\_cb`fYh`ZØf`X]Y  
6Yk`c\bYf3`9]bY`cdh]a ]YfhY`J`Yf`\_Y`fgZØ\fi b [ ž`YZZ[n]YbhY  
9bYf [ ]Yj`Yfgcf [ i b [ `i bX`gc [ Uf`Y]b`Xi fW`XUW`hYg  
5VZU`a UbU [ Ya`Ybh]g]bX`bi`f`Y]b [ Y`XYf`j ]Y`Yb`J`cfhY]`Yž`X]Y`X]YgY  
hYW\bc`c [ ]gW\Y`F`Yj`c`i`h]cb`a ]h]g]W\`Vf]b [ hž`k ]Y`Ui W\`**9a YfU`X**  
Ui`gZØ\`f`]W\`VYgW`fY]Vh"

## HYW\bc`c [ ]gW\Y`K`i`bXYfk`Yf`\_Y`]b`5`\_h]cb

GhY`Yb`G]Y`g]W\`j`cfž`k ]Y`]b`GhÀXhYb`k ]Y`6UfW`cbU`cXYf  
?cdYb`U [ Yb`X]YgY`HYW\bc`c [ ]Yb`VYfY]hg`Yhnh`XUg`GhUXh`YVYb  
fYj`c`i`h]cb]YfYb`"Ni`a`6Y]gd]Y`\_ca`a`Yb`]b`6UfW`cbU`€H!  
GYbgcfYb`ni`f`J`Yf`\_Y`fgØVYfk`UW`i`b [ `ni`a`9]bgUhnž`X]Y`b]W`h`bi`f  
XYb`J`Yf`\_Y`fgZi`gg`cdh]a ]YfYbž`gcbXYfb`Ui`W`ni`Y]bYa  
\Ufa`cb]gW`YfYb`A ]hY]bUbXYf`Ui`Z`XYb`GhfU»Yb`ZØ\`fYb`"Gc`W`Y  
5bg`Àhny`a`UW`Yb`Y]b` [ i`hYg;`YgW`ÀZhž`XYbb`g]Y`n]Y`Yb`b]W`h`bi`f  
`b]Ygh]h]cbYb`Ubž`gcbXYfb`ZØfXYfb`Ui`W`X]Y`G]W`Yf`Y]h`i`bX  
B`UW\`U`h][`\_Y]h`i`Y]bY`YW`hY`K ]b!k ]b!G]hi`Uh]cb"

8]Y'8UhYbž'X]Y]b'X]YgYb'a cXYfbYb'l fVUbYb'YfnYi [ h'k YfXYbž  
g]bX'Y]b'GW'ØggY'ZU\_hc f''N\i Ub[ 'gY'Vgh'Zc fXYfh'Y]bY'Y]b\Y]h]WXY  
8 UhYbd'UhhZcfa ž'X]Y'X]Y'ϕhY [ fUh]cb'X][ ]hU'Yf'HYW'bc'c [ ]Yb' ]b  
ÖZYb'h]WXY'8]Ybgh'Y]ghi b [ Yb'j c fUbhfY]Vh''8]Yg'n]Y'h'XUfUi Z'UVž  
b]W'h'bi f'YZZ]n]YbhYfYž'gcbXYfb'Ui W' bUW' \ U'h][ YfY '@VYb'gfÄi a Y  
ni 'gW'UZZYb''8]Y'A Yb [ Y'j cb' ( %ž\$\* 'NYhUVmhYg'Ub'8 UhYbci hdi hž  
X]Y'7\ ]bU' ]a 'ϕ\ f' &\$&( 'j YfnY]W' bYh' \ Uhž'j YfXYi h]W'hž'k ]Y  
]bhYbg]j 'VYfY]hg' \ Yi hY'a ]h'X]YgYf'A UhYf]Y'i a [ Y [ Ub [ Yb'k ]fX"

6YUhY'HfUb\_a Ubb'j cb'l B8D'\Uh'Yg'hfYZZYbX'Zcfa i ' ]Yfh'8][ ]hU'Y  
HYW'bc'c [ ]Yb' \_ÖbbYb'hUhgÄW' ]W'X]Y'bUW' \ U'h][ Y'9bhk ]W' \_i b [   
VYgW'Yi b][ Yb''8]Yg'a UW'h'XYi h]W'ž'XUgg'VY]'XYf'X][ ]hU'Yb  
HfUbgZcfa Uh]cb'b]W'h'bi f'X]Y'k ]fhgW'UZh]W'Yb'5gdY\_hY'j cb  
6YXYi hi b [ 'g]bXž'gcbXYfb'Ui W'gcn]U'Y'i bX'i a k Y'hž'fYi bX' ]W'Y  
8]a Ybg]cbYb' ]b'XYb'A ]hY'di b\_h [ YfØW\_h'k YfXYb'gc''hYb"

## 8]Y' < YfUi gZc fXYfi b [ Yb' i bX'5i gV`]W\_Y

8YbbcW'Vf]b [ h'X]YgY'X][ ]hU'Y'K YbXY'Ui W' < YfUi gZc fXYfi b [ Yb  
a ]h'g]W''8 UhYbgW'i h'ni bX'X]Y'Ni [ Äb [ ' ]W' \_Y]h'bYi Yf  
HYW'bc'c [ ]Yb'g]bX'H\Ya Ybž'X]Y'X]g\_i h]Yfh'k YfXYb'a ØggYb''8]Y  
?ca d'Yi ]hÄ'h'XYf'ϕhY [ fUh]cb'j YfgW' ]YXYbYf'GmghYa Y'XUfZ'b]W'h  
i bhYfgW'Ämh'k YfXYbž'i bX'Ui W'X'Yf'7\UfU\_hYf'X'Yf  
6Øf [ YfVYhY' ]][ i b [ 'VY]'gc'W'Yb'Dfc'Y\_hYb'k ]fX'ZØf'XYb'9fZc' [   
YbhgW'Y]XYbX'gY]b"

7\ ]bU'ghfYVh'Ubž'V]g'&\$&+'g][ b]Z'\_UbhY': c fhgW'f]hY' ]b'XYf  
X][ ]hU'Yb'HfUbgZcfa Uh]cb'i fVUbYf'; YV]YhY'ni 'Yfn]Y'Yb"  
5b [ Yg]W'hg'XYf'\Yi h][ Yb'9bhk ]W' \_i b [ Yb' \_Ubb'a Ub' [ YgdUbbh  
gY]bž'k ]Y'g]W'X]YgY'ga UfhY'F Yj c'i h]cb'YbhZU'hYhi bX'k Y'W'Y  
F ØW\_k ]f\_i b [ Yb'g]Y'Ui ZX]Y' [ YgY''gW'UZh]W'Yb'Ghfi \_hi fYb'\Uh"

A ]h'U''X]YgYb'gdUbbYbXYb'9bhk ]W' \_i b [ Yb'Ub'XYf'GW'k Y''Y'ni  
Y]bYf'bYi Yb'ŸfU'XYg'i fVUbYb '@VYb'g'V'Y]Vh'Yg'U'gc'UVni k UfhYbž  
k ]Y'j ]Y'a Y\ f'i bgYfY'GhÄXhY' ]b'XYb'\_ca a YbXYb'ϕ\ fYb'ni 'V]YhYb  
\UVYb'k YfXYb''9]bY'GUW'Y'ghY'h'YXcW'ZYgh'8]Y'X][ ]hU'Y'Ni \_i bZh  
]gh'Yhnh'i bX'g]Y' ]gh'ga UfhYf'U'g'Y'ni j c f°

8YhU]`g	
C fh	DY_]b[ ž'7\]bU
E i Y`Yb	<ul style="list-style-type: none"> <li>• k k k "W\]bUXU]`m"WŁa "Wb</li> <li>• k k k "Ya YfU`X"WŁa</li> <li>• X][ ]hU`Y!hfUbgZcfa Uh]cb! k Y]hYfV]`Xi b[ "W\</li> </ul>

6Ygi W\Yb`G]Y`i bg`Ui Z.`k ca , +"XY